**GENDER PAY GAP REPORTING 2021/2022**

**LOWEST QUARTILE**
- 45% Male
- 45% Female

**LOWER MIDDLE QUARTILE**
- 46% Male
- 54% Female

**UPPER MIDDLE QUARTILE**
- 40% Male
- 60% Female

**UPPER QUARTILE**
- 40% Male
- 60% Female

**MEAN GENDER PAY GAP IS**
- 10%

**MEDIAN GENDER PAY GAP IS**
- 8%

**MEAN BONUS GENDER PAY GAP IS**
- -52%

**MEDIAN BONUS GENDER PAY GAP IS**
- 0%

**Rhubarb paid a bonus to**
- 10% of its male staff
- 15% of its female staff

**WHY EQUAL PAY AND THE GENDER PAY GAP ARE NOT THE SAME**

**EQUAL PAY:**
Men and women are paid the same for like work.

**GENDER PAY GAP:**
The difference between the gross hourly earnings for both men and women across an organisation.

**National Average:**
Gender pay gap

15.5%

*Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions.*

*Office of National Statistics 2020.*
UNDERSTANDING MEDIAN AND MEAN PAY GAPS BETWEEN MEN AND WOMEN

<table>
<thead>
<tr>
<th>TOTAL EMPLOYEES</th>
<th>MALE EMPLOYEES</th>
<th>FEMALE EMPLOYEES</th>
<th>NO. OF PAY GRADES</th>
</tr>
</thead>
<tbody>
<tr>
<td>50</td>
<td>25</td>
<td>25</td>
<td>5</td>
</tr>
</tbody>
</table>

equal pay between men and women at each grade

<table>
<thead>
<tr>
<th>GRADE</th>
<th>PAY PER PERSON</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>£60,000</td>
</tr>
<tr>
<td>2</td>
<td>£50,000</td>
</tr>
<tr>
<td>3</td>
<td>£40,000</td>
</tr>
<tr>
<td>4</td>
<td>£30,000</td>
</tr>
<tr>
<td>5</td>
<td>£20,000</td>
</tr>
</tbody>
</table>

MEAN (AVERAGE) PAY:
- £40,000

MALE MEAN PAY: £44,000
FEMALE MEAN PAY: £36,000

MEAN GENDER PAY GAP: 18%

MALE MEDIAN PAY: £50,000
FEMALE MEDIAN PAY: £30,000

MEDIAN GENDER PAY GAP: 40%

Rhubarb Food Design Ltd: 2022 Gender Pay Gap Data

Address: 5-25 Burr Road, London, United Kingdom, SW18 4SQ | Sector: Accommodation and food service activities
Person responsible for employer’s report: Andrew Gifford, Head of HR

HOURLY RATE
Women’s hourly rate is:
- 10% lower (mean)
- 7.5% lower (median)

PAY QUARTILES
How many men and women are in each quarter of the employer’s payroll:
- 60% top quartile
- 60% upper middle quartile
- 54% lower middle quartile
- 55% lower quartile

BONUS PAY
Women’s bonus pay is:
- 52% lower (mean)
- 0% higher (median)

Who received bonus pay?
- 10.9% men
- 15.2% women